

EDUCATOR COMPENSATION MODIFICATIONS

2008 GENERAL SESSION

STATE OF UTAH

Chief Sponsor: Gregory H. Hughes

Senate Sponsor: _____

LONG TITLE**General Description:**

This bill creates the Teacher Salary Supplement Program to provide a salary supplement to an eligible teacher.

Highlighted Provisions:

This bill:

- ▶ provides definitions;
- ▶ directs the Legislature to annually appropriate money for the Teacher Salary Supplement Program;
- ▶ requires the Department of Human Resource Management to:
 - create an on-line application system;
 - determine a teacher's eligibility for and the amount of a salary supplement; and
 - certify information to the Division of Finance;
- ▶ requires a school district or charter school to provide a salary supplement of \$5,000 to a teacher who fills a mathematics or science position for which there is a critical shortage of qualified personnel; and
- ▶ establishes the Teacher Salary Supplement Restricted Account.

Monies Appropriated in this Bill:

This bill appropriates:

- ▶ \$127,000 from the General Fund for fiscal year 2007-08 only, to the Department of Human Resource Management;



28 ▶ as an ongoing appropriation subject to future budget constraints, \$190,000 from the
29 General Fund for fiscal year 2008-09; and

30 ▶ as an ongoing appropriation subject to future budget constraints, \$6,000,000 from
31 the Uniform School fund for fiscal year 2008-09.

32 **Other Special Clauses:**

33 None

34 **Utah Code Sections Affected:**

35 ENACTS:

36 **53A-17a-154**, Utah Code Annotated 1953

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39 *Be it enacted by the Legislature of the state of Utah:*

40 Section 1. Section **53A-17a-154** is enacted to read:

41 **53A-17a-154. Teacher Salary Supplement Program.**

42 (1) As used in this section:

43 (a) "Course work equivalent of a major" means 30 semester hours or 45 quarter hours
44 of university or college work in a single academic area.

45 (b) "Eligible teacher" means a teacher who:

46 (i) has an assignment to teach:

47 (A) a secondary school level mathematics course;

48 (B) integrated science in grade 7 or 8;

49 (C) chemistry; or

50 (D) physics;

51 (ii) holds the appropriate endorsement for the assigned course;

52 (iii) has qualifying educational background; and

53 (iv) (A) is a new employee; or

54 (B) received a satisfactory rating or above on the teacher's most recent evaluation.

55 (c) "Qualifying educational background" means:

56 (i) a teacher who is assigned a secondary school level mathematics course and who
57 has:

58 (A) a bachelor's degree major, master's degree, or doctoral degree in mathematics; or

59 (B) (I) a bachelor's degree in any major; and
60 (II) a course work equivalent of a major in mathematics; and
61 (ii) a teacher who is assigned a grade 7 or 8 integrated science course, chemistry
62 course, or physics course and who has:

63 (A) a bachelor's degree major, master's degree, or doctoral degree in:

64 (I) integrated science;

65 (II) chemistry;

66 (III) physics;

67 (IV) physical science; or

68 (V) general science; or

69 (B) (I) a bachelor's degree in any major; and
70 (II) a course work equivalent of a major in an academic area listed in Subsections
71 (1)(c)(ii)(A)(I) through (V).

72 (2) (a) Subject to future budget constraints, the Legislature shall annually appropriate
73 money to the Teacher Salary Supplement Restricted Account established in Section
74 53A-17a-155 to fund the Teacher Salary Supplement Program.

75 (b) Money appropriated for the Teacher Salary Supplement Program shall include
76 money for the following employer-paid benefits:

77 (i) retirement;

78 (ii) workers' compensation;

79 (iii) Social Security; and

80 (iv) Medicare.

81 (3) (a) The annual salary supplement is \$5,000 for an eligible teacher who:
82 (i) is assigned full-time to teach one or more courses listed in Subsections (1)(b)(i)(A)
83 through (D); and

84 (ii) meets the requirements of Subsections (1)(b)(ii) and (iii) for each course
85 assignment.

86 (b) An eligible teacher who has a part-time assignment to teach one or more courses
87 listed in Subsections (1)(b)(i)(A) through (D) shall receive a partial salary supplement based on
88 the number of hours worked in a course assignment that meets the requirements of Subsections
89 (1)(b)(ii) and (iii).

90 (4) The Department of Human Resource Management shall:

91 (a) create an on-line application system for a teacher to apply to receive a salary
92 supplement through the Teacher Salary Supplement Program;

93 (b) determine if a teacher:

94 (i) is an eligible teacher; and

95 (ii) has a course assignment as listed in Subsections (1)(b)(i)(A) through (D);

96 (c) verify, as needed, the determinations made under Subsection (4)(b) with school
97 district and school administrators; and

98 (d) certify a list of eligible teachers and the amount of their salary supplement, sorted
99 by school district and charter school, to the Division of Finance.

100 (5) (a) An eligible teacher shall apply with the Department of Human Resource
101 Management prior to the conclusion of a school year to receive the salary supplement
102 authorized in this section.

103 (b) An eligible teacher may apply with the Department of Human Resource
104 Management, after verification that the requirements under this section have been satisfied, to
105 receive a salary supplement after the completion of:

106 (i) the school year as an annual award; or

107 (ii) a semester or trimester as a partial award based on the portion of the school year
108 that has been completed.

109 (6) (a) The Division of Finance shall distribute monies from the Teacher Salary
110 Supplement Restricted Account to school districts and charter schools for the Teacher Salary
111 Supplement Program in accordance with the provisions of this section.

112 (b) The Department of Human Resource Management shall include the employer-paid
113 benefits described under Subsection (2)(b) in the amount of each salary supplement certified to
114 the Division of Finance.

115 (c) The employer-paid benefits described under Subsection (2)(b) are an addition to the
116 salary supplement limits described under Subsection (3).

117 (7) (a) Money received from the Teacher Salary Supplement Restricted Account shall
118 be used by a school district or charter school to provide a salary supplement equal to the
119 amount specified for each eligible teacher.

120 (b) The salary supplement is part of the teacher's base pay, subject to the teacher's

121 qualification as an eligible teacher every year, semester, or trimester.

122 (8) The State Board of Education shall cooperate with the Department of Human
123 Resource Management as it administers the Teacher Salary Supplement Program by:

124 (a) providing or verifying teacher data, as requested; and

125 (b) making information technology resources available.

126 (9) Notwithstanding the provisions of this section, if the appropriation for the program
127 is insufficient to cover the costs associated with salary supplements, the Department of Human
128 Resource Management may limit or reduce the salary supplements.

129 Section 2. Section **53A-17a-155** is enacted to read:

130 **53A-17a-155. Teacher Salary Supplement Restricted Account.**

131 (1) There is created within the Uniform School Fund a restricted account known as the
132 "Teacher Salary Supplement Restricted Account."

133 (2) The account shall be funded from appropriations made to the account by the
134 Legislature.

135 (3) The account shall be used to fund teacher salary supplements for school districts
136 and charter schools as provided in Section 53A-17a-154.

137 (4) The Division of Finance shall distribute account monies to school districts and
138 charter schools for the Teacher Salary Supplement Program as provided in Section
139 53A-17a-154.

140 Section 3. **One-time appropriation to the Department of Human Resource**
141 **Management.**

142 There is appropriated \$127,000 from the General Fund for fiscal year 2007-08 only, to
143 the Department of Human Resource Management for costs to administer the Teacher Salary
144 Supplement Program established in Section 53A-17a-154.

145 Section 4. **Ongoing appropriation to the Department of Human Resource**
146 **Management.**

147 As an ongoing appropriation subject to future budget constraints, there is appropriated
148 for fiscal year 2008-09, \$190,000 from the General Fund to the Department of Human
149 Resource Management for administration of the Teacher Salary Supplement Program
150 established in Section 53A-17a-154.

151 Section 5. **Ongoing appropriation to the Teacher Salary Supplement Restricted**

152 **Account.**

153 As an ongoing appropriation subject to future budget constraints, there is appropriated
154 for fiscal year 2008-09, \$6,000,000 from the Uniform School Fund to the Teacher Salary
155 Supplement Restricted Account established in Section 53A-17a-155.

Legislative Review Note
as of 2-18-08 11:53 AM

Office of Legislative Research and General Counsel

H.B. 471 - Educator Compensation Modifications

Fiscal Note

2008 General Session

State of Utah

State Impact

Enactment of this bill appropriates \$6,000,000 in ongoing Uniform School Funds to the Uniform School Fund Teacher Salary Supplement Restricted Account to provide for the salary supplements to qualifying teachers as outlined in the bill. Bill provisions provide \$5,000, plus employer-paid benefits, for each qualifying teacher. Estimates suggest that 1,201 Full Time Equivalent (FTE) teachers may qualify for the salary supplement. Based on these estimates, an additional \$1,456,100 may be required to provide the salary supplement for each qualifying FTE, or a total amount of \$7,456,100.

Enactment of this bill also appropriates \$190,000 in ongoing General Fund and \$127,000 in supplemental General Fund to the Department of Human Resource Management for costs related to administering the program.

	FY 2008	FY 2009	FY 2010	FY 2008	FY 2009	FY 2010
	<u>Approp.</u>	<u>Approp.</u>	<u>Approp.</u>	<u>Revenue</u>	<u>Revenue</u>	<u>Revenue</u>
General Fund	\$0	\$190,000	\$190,000	\$0	\$0	\$0
General Fund, One-Time	\$127,000	\$0	\$0	\$0	\$0	\$0
Uniform School Fund	\$0	\$7,456,100	\$7,456,100	\$0	\$0	\$0
Uniform School Fund Restricted	\$0	\$0	\$0	\$0	\$7,456,100	\$7,456,100
Total	\$127,000	\$7,646,100	\$7,646,100	\$0	\$7,456,100	\$7,456,100

Individual, Business and/or Local Impact

Educators in the public schools that meet the requirements for the Teacher Salary Supplements outlined in the bill will benefit by receiving increased compensation.